



# COLORADO RIVER INDIAN TRIBES

## *Human Resources*

26600 MOHAVE RD.

PARKER, ARIZONA 85344

(928) 669-1320 • Fax (928) 669-5263

Eldred Enas, Chairman

**NOVEMBER 14, 2011**

**#97-11**

### **VACANCY ANNOUNCEMENT**

**DEPARTMENT:** DEPARTMENT OF HEALTH SERVICES-BEHAVIORAL HEALTH  
**POSITION:** MENTAL HEALTH THERAPIST  
**SALARY RANGE:** \$30.00 PER HOUR  
**CLOSING DATE:** OPEN UNTIL FILLED

**DUTIES AND RESPONSIBILITIES:** The Mental Health Therapist ensures that all his or her program activities and interventions are clinically appropriate, provides clinical support and guidance to programs and staff, monitors program acuity, and coordinates interagency referrals and services. The Mental Health Therapist is responsible for clinical assessment, treatment planning, and all documentation for their caseload and those they supervise. The Mental Health Therapist completes clinical assessment for intakes; provides individual, group, and family counseling to assigned populations; and provides supervision to subordinate clinical staff as assigned.

- Maintains a therapeutic and professional relationship with clients.
- Completes Progress Notes which are substantiated by documentation of services rendered at least 95% of the time.
- Accurately observes and reports client behavior and activities in open client clinical records using the Subjective, Objective, Assessment, and Plan (SOAP) or Data, Assessment, Plan (DAP) format according to time lines and policy.
- Completes necessary documentation to allow clinical records to be closed.
- Participates in all appropriate meetings that may have an impact on the department's well-being.
- Work averages no less than 20 client contact hours per 40-hour workweek.
- Provides clinical services for a minimum of 25 hours per week for each 40-hour workweek.
- Informs the supervisor of any issues that may warrant notification of reporting or are of an emergent or concern of a clinical nature.

- Works to develop a productive working relationship with referral sources and community agencies through open and effective communication.
- Remains active in the community—identifying gaps in service delivery, acting as a representative of Behavioral Health Services, and serving on community boards or committees as assigned.
- Participates in Continuing Education (CEU) trainings as appropriate.
- Completes all annual mandatory trainings.
- Performs other duties as assigned.

#### **QUALIFICATIONS:**

1. **EDUCATION:** Requires a Master's Degree in a behavioral health sciences field.
2. **EXPERIENCE:** Requires experience in the assessment of clients in assigned populations with two (2) year's experience in mental health work minimum.
3. **KNOWLEDGE, SKILLS AND ABILITIES:**
  - Have a responsibility to abide by the ACA Code of Ethics
  - Aspire to open, honest, and accurate communication in dealing with the public and other professionals.
  - Practice within the boundaries of professional and personal competence.
  - Have a responsibility to the public to engage in counseling practices that are based on rigorous research methodologies.
  - Engage in self-care activities to maintain and promote their emotional, physical, mental, and spiritual well-being to best meet their professional responsibilities.
  - Must maintain client/patient confidentiality and must be able to work with confidential material in accordance with the *Federal Health Insurance Portability and Accountability Act (HIPPA)*.
  - Requires excellent interaction skills, written and verbal communication skills.
  - Flexibility in working hours.
  - Good organizational skills.
  - Experience and knowledge of community resources, family dynamics, human behavior, and Native American culture is required.
  - Completion of at least 6 months of employment in specialty area or related courses, continuing education or in-service training.
  - Demonstrate knowledge of growth and development to communicate and provide therapy at an age appropriate level.
  - Demonstrate knowledge of the range of treatment needs common to this population.
  - Demonstrate the capability of interpreting information appropriate to the age of the child being assessed and/or treated.
  - Demonstrate knowledge of the specific rights afforded children and their parent/guardian.

- Demonstrate knowledge of the special needs of the SMI population.
- Demonstrate knowledge of the safety, risk, and infection control practices pertinent to the work environment and is able to convey that knowledge to the person with Serious Mental Illness.
- Demonstrate knowledge and principles of instruction/training.
- Demonstrate the ability to employ appropriate motivation techniques with clients.
- Demonstrate knowledge of the community resources typically needed by the SMI population and has knowledge how to access those resources.
- Demonstrate competence in gathering and interpreting information about addiction.
- Demonstrate understanding of the biopsychosocial influences and the effects of addictions.
- Demonstrate knowledge of the natural history and clinical basis of addiction.
- Demonstrate knowledge of the natural history and clinical basis of dependent individuals.
- Knowledgeable about available treatment resources and their appropriate use.

#### **LICENSING/CERTIFICATIONS:**

Must be licensed in Arizona or eligible for licensure.

#### **APPLY:**

**COLORADO RIVER INDIAN TRIBES HUMAN RESOURCE DEPARTMENT  
26600 MOHAVE ROAD  
PARKER, ARIZONA 85344**

**Or**

**For Employment Application visit: <http://www.crit-nsn.gov>**

**INDIAN PREFERENCE:** Under the Title VII of the Civil Rights Act Sections 701(b) and 703(i) explicitly exempts from coverage the preferential employment of Indian-by-Indian Tribes. Therefore, C.R.I.T. acknowledges and extends preferential treatment to enrolled C.R.I.T. members who qualify toward all employment opportunities otherwise; C.R.I.T. does not discriminate against employees or applicants based on race, color, sex, religion or national origin.

**C.R.I.T. offers:** Health and Life Insurance, Paid Holidays, Sick and Annual Leave and Pension Plan.

**Pre-employment drug screening enforced.**

